bulletin

Convention 2001

Biennial General Meeting 2001

The major decision-making forum of the Newfoundland and Labrador Teachers' Association, Convention 2001, will take place April 17-20 at the Delta St. John's Hotel. Approximately 109 delegates will attend the meeting to consider resolutions put forth by Branches and Councils, resolutions from the floor of Convention, the Association budget, by-law changes, and other important business which must be carried out throughout the year.

One of the highlights of the Biennial General Meeting will be the elections for President, Vice-President and the Provincial Executive of the Association.

In addition to delegates representing NLTA's 52 Branches, observers representing the Association's 21 Special Interest Councils will also be in attendance. Other highlights of the BGM include presentation of the Special Recognition Award, the Bancroft, Barnes and Allan Bishop Awards, and the conferring of Honorary Membership in the Association.

Editor's Note:
Candidates' biographies and position statements are printed as submitted and have been edited for length/word count only.

THE bulletin

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Biennial General Meeting
April 17-20, 2001

Convention Theme:
"Education is life itself."

Education is a social process... Education is growth... Education is not preparation for life; education is

NLTA Award Winners

The following awards will be presented at this year's Biennial General Meeting:

BANCROFT AWARD

IN RECOGNITION OF OUTSTANDING SERVICE GIVEN TO NLTA AT THE BRANCH LEVEL BY AN ACTIVE MEMBER AND TO TEACHERS WITHIN TWO YEARS AFTER RETIREMENT FROM TEACHING.

2000 Bancroft Award Winner – **Barry Pearce**
2000 Bancroft Award Winner – **Cecil Randell Smith**
2001 Bancroft Award Winner – **Charles Dillon**

BARNES AWARD

IN RECOGNITION OF OUTSTANDING PROFESSIONAL DEVELOPMENT SERVICES PROVIDED AT THE SPECIAL INTEREST COUNCIL LEVEL.

2000 Barnes Award Winner – **Nathaniel Sheppard**
2001 Barnes Award Winner – **Brian Vardy**

ALLAN BISHOP AWARD

IN RECOGNITION OF OUTSTANDING SERVICE TO THE ASSOCIATION AT THE PROVINCIAL LEVEL BY AN ACTIVE OR LIFE MEMBER OF NLTA.

2000 Allan Bishop Award Winner – **Beverley Butler**

SPECIAL RECOGNITION AWARD

IN RECOGNITION OF A MAJOR CONTRIBUTION MADE BY AN ACTIVE MEMBER OF NLTA TO THE CULTURAL, SOCIAL AND/OR COMMUNITY LIFE OF NEWFOUNDLAND AND LABRADOR.

2000 Special Recognition Award Winner – **Harold Mullowney**
2001 Special Recognition Award Winner – **Nelson Larson**

Candidates for President

Winston Carter

Winston Carter

Position Statement

My NLTA journey has taken me through the many dimensions of our Association. This journey has provided me with the knowledge base needed to lead our organization. As an elected member of your Provincial Executive Council, my sincere duty has always been to work hard in the best interest of teachers. In light of my dedication and commitment to the job I was elected to do, I feel that I have impacted positively on all the committees on which I have served. For example, as the Teacher Certification Committee undertakes the task of a regulation review, I am ever mindful of the impact that impending changes may have on our teaching careers. The contents of the document, *New Directions for Teacher Certification: A Proposed Model for Self Governance*, presented during our February 2000 Joint Council meeting continues to be our focus position. In order to acquire all the gains we rightfully deserve, we must work together for the common good of all. With unity comes strength!

At BGM 1999 the delegates requested our Association to conduct a poll to inform teachers of a new direction that our Parliament was considering in electing our president and vice-president. During the process, as chairperson of the Province Wide Vote Committee and as your representative at CTF, much has been learnt from teachers and other affiliates who have already implemented this election procedure. Now, as an Association, we must be vigilant in highlighting the complexities of these two very important administrative offices. If our Association is to remain vibrant, innovative and visionary, these two profiled positions must have the best possible leadership. While this democratic process will continue to be discussed and debated during this BGM, delegates must ensure that the views and wishes of all teachers are well represented.

With teacher supply and demand reaching a critical stage, we have to ensure that our high standard of excellence is safeguarded. Being cognizant of teacher shortages, we need to build in more incentives to attract young people into the teaching profession and keep them in our province. We have to continuously build bridges and create partnerships with all the other agencies that have an impact on our education system. Our involvement with the Canadian Teachers' Federation must remain strong to allow us another forum in which to share ideas and common concerns with our fellow teachers across this nation.

The workload issue at the school level continues to be a major concern for your Association. The independent workload study undertaken by the NLTA, the Department of Education and the NLSBA will go a long way in highlighting the current needs prevalent at the classroom level. A similar study completed last year by an Ad Hoc Committee of the School Administrators' Benefits Committee brought to the forefront the demands of principals and vice-principals. Both of these studies are very timely as we continue this current round of collective bargaining.

Keep the faith!

Educational Background

- *1998:* Summer Institute, Technology; Summer Institute, WinSchool for Administrators
- *1989:* Commenced Fine Arts Degree
- *1982:* Computer Institute
- *1981:* M.Ed in Educational Administration
- *1974:* Bachelor of Arts (Social Studies Major)
- *1974:* Bachelor of Education (Secondary Methods)

Teaching Experience

- *1982-2001:* Principal (K - 12 System)
- *1982-1990:* System Principal (K - 6 System)
- *1979-1981:* Principal (7 - 11 System)
- *1979-1981:* Vice-Principal
- *1974-1981:* Classroom Teacher (7 - 11)

NLTA Involvement

- *1999-2001:* Vice-President, NLTA; Member, Provincial Teacher Certification Committee; Chairperson, Province Wide Vote Committee; Chairperson, Negotiating Team; Chairperson, School Administrators' Benefits Committee; Member, Board of Directors, CTF; Member, Working Group AGM 2001, CTF
- *1997-1999:* Member, Provincial Executive; Chairperson, Membership Benefits & Services Committee; Co-Chairperson, Ad Hoc Committee on Teacher Certification; Member, Provincial Teacher Certification Committee
- *1996-1997:* Member, Provincial Executive; Chairperson, Finance & Property Committee; Member, Provincial Teacher Certification Committee
- *1995-1996:* Member, Provincial Executive; Member, Finance & Property Committee; Member, Deferred Salary Leave Committee
- *1995:* Chairperson, Resolutions Committee (Hamilton Sound Branch)
- *1994:* Member, Professional Issues in Teaching Committee
- *1993:* Member, Attendance Committee (Department of Education)
- *1992:* Representative at Contact '92
- *1990-1994:* President, Hamilton Sound Branch
- *1985-1986:* Chairperson, Ad Hoc Committee on Collective Bargaining
- *1984-1986:* Vice-President, SAC Provincial
- *1983:* Secretary, SAC Central

Charles Harkins

I am running for the NLTA presidency to offer you leadership which is committed to reinvigorating our Association. To achieve this, first and foremost we must implement the clearly expressed desire of the membership to have a province-wide vote for President and Vice-President of the NLTA.

The ability of our Association to be effective in representing our interests as teachers is directly proportional to the unity, resolve and the participation of teachers as active members of the Association. This cohesiveness can only be achieved by insuring that all teachers are involved in the affairs of the Association in a meaningful way. I strongly believe that for most teachers, this means that each individual member must have an equal voice in setting our goals and selecting our leaders.

A different style of leadership is needed to meet today's challenges. My kind of leadership is not afraid to challenge old assumptions and offer new perspectives. This is how I have conducted myself in past debates on Association fees, pensions, province-wide elections, and on Pathways. Our leadership must understand that our Association needs to evolve to deal effectively with changing circumstance. We must develop new and more effective strategies for achieving our goals. Continued bargaining where we follow the old rules while government rewrites the rules as they go will not achieve the kind of success in negotiations that teachers want and deserve.

I offer you my experience, hard work and a fresh perspective. Should you elect me president you will be voting for a different way of doing things. It will be one that will strengthen the NLTA and make it more effective in representing teachers. It will be leadership dedicated to making our Association more open and more responsive to the teachers for whom it exists.

Background Information

- Principal of the Newfoundland School for the Deaf since 1978
- President of the Waterford Valley Branch of NLTA, 1997-2001
- Ad Hoc Committee on Joint Council Procedures, 1998
- Executive member, Waterford Valley Branch, 1994-1995
- Member of Newfoundland and Labrador Council of Educators of the Deaf since 1980
- Executive member, Nfld. Coordinating Council on Deafness, 1978-1996

Charles Harkins

Ken Kavanagh

Ken Kavanagh

Election Statement

My intense involvement in my community and my Province has always been motivated by my belief that status quo political and economic forces do not serve the interests of all people. The decision to offer myself for President of NLTA is driven somewhat by the same belief.

I believe that public education in general, and teachers in particular, have borne the brunt of blame for everything from dropout rates to debts and deficits. Unrelenting and unfounded attacks by certain political and business interests have diminished public trust in education as well as eroded the wages and working conditions of teachers. The cancellation of "negotiated" wage increases and the calling of a Provincial election on the backs of teachers by Clyde Wells represent the kind of insidious assaults to which I refer.

I believe it is time to reverse the trend of education and teacher bashing. I want to initiate a process of restoring trust and confidence in public education as well as honor and respect for teaching! To accomplish this, I offer a new style of leadership and a new vision of a teacher union/association. It is a form of unionism that would compel teachers to concern themselves with issues of equity and social justice affecting those we teach as well as those of our own. I have alluded to this style of unionism in past Joint Councils. I am aware that it is a concept being debated in other parts of North America. Bob Peterson, writing in *Rethinking Schools*, describes this type of unionism as maintaining "the need for protection of basic teacher rights and teacher self-interest but recognizes that the long-term interests of teachers rest in unions becoming more professional and taking up issues of social justice."

Implementing a vision is a long-term initiative. Before taking up this lofty goal, my first and main priority would be securing a satisfactory collective agreement. Teachers have identified salary and working conditions as top priority during this round. All my energies would be devoted to achieving these goals with the least disruption to teachers' lives.

Clem Ted Murphy

Being President of the NLTA is, among other things, about leadership. My concept of a leader is one who is in front of those she/he leads but not too far ahead to be out of touch. As your leader, I would offer new ideas and new direction but proceed only after building consensus. My actions would be guided by the Provincial Executive, Joint Council and ultimately by you – the members. I would be a strong public advocate for teachers and teachers' issues. As in all my past leadership positions, I will bring honesty, sincerity, intensity, empathy and boldness. As your President, I would endeavor to fulfill your aspirations and hopes in a manner that earns your trust and respect.

Academic

- B.A./B.Ed. (MUN) – Math
- Math Department Head, St. Michaels, Bell Island
- 29 years of teaching

NLTA Involvement

- 20 years on Branch Executive
- Two three-year terms as Branch President
- Two terms on School Board/Teacher Liaison Committee, one year as chairperson
- Elected to Executive at last BGM
- Chair of Curriculum Committee
- Member of several committees including Finance and Property
- Represents NLTA on Department Committee on Student Support Services

Other Involvement

- Member of Royal Newfoundland Regiment (held the rank of Captain)
- Founding President of Bell Island Co-op
- Member and/or President of several community organizations
- Member of Board of Newfoundland and Labrador Federation of Co-operatives (6 years as President)
- Served 2-year term as member of Federal Advisory Committee on Co-operatives
- Helped produce and present a report on overfishing at International Co-op meeting in Madrid, Spain in 1989
- Participated in a two-week exchange with Central American country of Belize on community development. Wrote a published article on the exchange.
- Wrote and presented briefs to Royal Commission of Unemployment, Federal Committee on ACOA and two Electoral Boundaries Commissions
- Member of Community Futures Business Development Board for North East Avalon

Clem Ted Murphy

The NLTA is a proud organization whose strong past is directly related to the diverse nature of our membership and organization. The common founding goals of protecting teachers' rights, improving working conditions, and developing a stronger Association have been our greatest strengths.

Because of my belief in our various strengths, I have been an active member since I started teaching in Happy Valley-Goose Bay in 1978. For 22 years, I have been proud to say "I am a teacher" and proud, not only of my life in the classroom, but of my involvement with our Association. While fulfilling my duties as a classroom teacher, I have also served at both the Branch and Provincial Executive levels, and feel confident in my abilities and experience to seek the position of President of the NLTA.

My personal goal has always been to improve our working conditions. The classroom is my working environment, and I have seen my control of that environment diminish due to societal changes which have elevated the rights of educational partners beyond educators themselves. As teachers, we find ourselves stressed attempting to implement programs into an already overloaded curriculum without proper and sufficient professional development. I have witnessed – as you have – the balancing of budgets, whether they be Government, Board or school, take precedence over actual teaching; the documentation paper chase become more important than actual teaching; our

salaries erode to the point where teaching is no longer an economically attractive profession for our young people. I know – as you do – that we are in the middle, not at the start, of a national teacher shortage.

These are very alarming trends which must stop! But how?

I believe that, as an Association, we have already commenced the struggle to halt, and eventually reverse, these directions. Since becoming an Executive member, I have seen our Association go through an era of positive growth. We have developed the structure of Joint Council and formalized the importance of school representatives. Both changes have strengthened the Branch structure while giving accountability to its membership. This Convention will evolve to include a province-wide vote for President, Vice-President and Executive. Structurally, we are ready to take on the challenge of bottom-line decision making.

We have recently entered into a new round of Collective Bargaining. As with previous opening packages, these are lists of immediate needs which will help us achieve a number of our goals. But they are not enough, even if we are successful in achieving every article. We must continue to struggle to place the emphasis where it belongs – back in the classroom.

I also believe the future of our Association is closely tied to how we use the technologies available to us. Teachers will continue to be the main resource but we must become more adept at using technology for the benefit of our students and ourselves. In schools all across Atlantic Canada, common curriculums are being developed for all four provinces. Schools within the same school boards are being directed as to what and when to teach and how to evaluate, yet very little collaboration is occurring to help each other. The technology is in place, yet hundreds of teachers go home every day preparing classes for tomorrow without any knowledge of how others outside their schools are tackling the same lessons. A central database or secured web site – an intranet – collecting lesson plans, worksheets, resource material and evaluation devices would greatly ease the workload for our teachers. I believe that, in a short period of time, the database could include collaboration with all Atlantic Provinces teacher organizations. Technology can serve as a tool to benefit us all.

Technology as a tool for the professional development of teachers is an obvious asset as it allows us to access the world, select what we need and adapt it to our curriculum and classrooms. The format may be a personal one, a group endeavour, or take the shape of chat rooms. Guest speakers could be invited to present and we could interact from our homes or schools.

The use of technology as a unifying communication tool to help ease the workload of teachers and to unify our Association, is its greatest asset, in my opinion.

I believe that to develop an effective, strong and united organization which is proactive and not reactionary, which looks to the future with optimism while not forgetting the past, requires strong leadership. It requires a leader:

- with a vast experience and working knowledge of the Association;
- with a proven record of taking on difficult issues and attaining results;
- who is a team player who collaborates, consults and achieves consensus;
- with a mission for fellow teachers;
- who accepts responsibility and believes in accountability.

I am that leader.

Elizabeth Murphy

Elizabeth Murphy

Work Experience

- Special Education Teacher, Terrenceville, 1973
- K-4 Multigrade teacher, Monkstown, 1974-77
- Christ the King School, Rushoon, 1980-2000 – various positions including special education, home economics, math and science teacher and librarian
- Burin School Board – Itinerant for technology, January-June 2000
- Currently employed as Math Department Head at Christ the King School

Education

- Memorial University – B.A. (English), 1980; B.Ed., 1981; M.Ed (Teaching), 1988
- Athabasca University – Completed courses towards Distance Education Masters Program, 1997-98

NLTA Involvement

- Public Relations Officer, Home Ec. Special Interest Council, 1984
- Chairperson, Small Schools Special Interest Council, 1991-92
- Member, Royal Commission Response Committee, 1992-93
- Vice-President, Rushoon-Terrenceville Branch, 1992-93
- Branch Political Action Officer, 1993; Secretary-Treasurer, 1994-95
- President, Rushoon Terrenceville Branch, 1995-97
- Member, NLTA STEM-Net Advisory Group, 1996-98
- Member, NLTA Provincial Executive, 1997-present
- Chairperson, Professional Issues in Teaching Committee, 1999-2001

Other Volunter Activities

- Over 23 years with rural economic development program including 17 years in heritage preservation and tourism.

Position Statement

We mean to make things over
We're tired of toil for naught
But bare enough to live on;
Never an hour for thought.
We want to feel the sunshine
We want to smell the flowers
We're sure that God has willed it
And we mean to have eight hours.

It's ironic that a song sung by the Knights of Labor and other workers fighting for the eight hour day in 1886 should have such significance when we think of our lives as teachers today. While the workers for whom the song was a battle cry have gained control over the length of their working day, we have seen ours grow until it has taken over our personal lives. As professionals, we should have time for continued learning; as human service workers, we need the time to refresh and prepare ourselves for the next challenge and as human beings we must have time for our family and personal lives.

Legislation and limited wage increases over the past ten years have ensured that our take home pay has grown inversely with our workload. With our take home pay now worth nearly 15% less than it was ten years ago, it is time to make some significant gains in salary as well. The challenge for us is to throw off the sense of guilt imposed on us and demand, as other unions have, that our income must be realigned with the level of responsibility assigned to us and the value of the work performed.

Bill Wheaton

The next two years will bring new challenges, not the least of which will be asserting ourselves as critical contributors to the economic well being of this province. While we are no longer faced with the massive crises of reform, we are daily faced with a less conspicuous erosion of the quality of our work lives. Board policies tie our hands in dealing with disruptive students, the department implements new programs without adequate resources, and society in general, takes less and less responsibility for providing positive growth experiences for its children. We have spent thousands of dollars and innumerable hours acquiring the expertise to be professional educators. We cannot allow that expertise to be dismissed while bureaucrats make illogical and unworkable plans for the education system of this province.

If we are to be successful in making the improvements we deserve, we will need to restore our collective self esteem and become more vocal in expressing our professional opinion about what should happen in education today. I assure you I am proud of the work we do and have no qualms about promoting our interests publicly. As an executive member for the past four years, I have worked diligently to bring teacher's concerns to executive table. I have listened attentively to the issues raised at Joint Council meetings, at branch meetings and in staff rooms in my district. I have helped ensure that your concerns about workload and salary were addressed in the opening package for this round of negotiations. I believe that we must stand firm in our demands for more realistic hours of work and for more reasonable compensation for the work we do.

Our next president must be someone who can empathize with the regular classroom teacher and someone who has the courage and tenacity to speak out and act on behalf of all NLTA members. I assure you I have these characteristics and I ask for your support in my bid for the presidency of this Association.

If you wish further information, I can be reached by telephone at 443-2632 or by sending e-mail to eamurphy@stemnet.nf.ca. Additional statements on these and other issues can be viewed at the web site: www3.nf.sympatico.ca/harold.murphy.

Bill Wheaton

Teaching Qualifications

- Permanent Ontario Teaching Certificate
- Permanent Newfoundland and Labrador Teaching Certificate

Employment History

- Art and Drama Specialist/Grade 8 Homeroom Teacher, Jens Haven Memorial School, Nain, Labrador (1991 - present)
- Art/English Instructor, Amos Comenius Memorial School, Hopedale, Labrador (1984-90)
- Art Coordinator, Lester B. Pearson College of the Pacific, Victoria, B.C. (1979-1981)
- Art Specialist, Central Technical School, Toronto, Ontario (1967-1970)
- Art and Drama Specialist/English Instructor, Kanoria College, Jaipur, Rajasthan, India (1963-1970)

NLTA Involvement

- Executive Member, 1999-2001
- Chair, Equity Committee, 1999-2001
- Branch President, 1996-1999

Other Pertinent Information
- Deputy Mayor, Nain Town Council
- Board of Directors, Nain Group Home
- Board of Directors, Nain Safe House
- Chairman, Jens Haven School Council, Nain
- Canadian University Service Overseas Volunteer, India
- Project Overseas Volunteer, Canadian Teachers' Federation, Africa
- Director, Founder: Kalautik Drum Dancers, Innuinuit Theatre Troupe
- Director, Founder: Aboriginal Printmaking Project

Position Statement

I have a dream, a dream of a strong, united membership consisting of the best minds this province has to offer, striving for the highest excellence, and accepting not less.

I envision an equal partnership between a vigorous governing Executive, and a dedicated governing Joint Council, truly representing every region of the province.

Doctors and nurses are responsible for the health of Canadians; Law enforcement protects Canadians; We are responsible for the well being, growth, and education of every child and student in Canada, and should be recognized for our contribution to society. We are parents, social workers, coaches, educators ... we give our all, the unspoken heroes.

I believe in equality and respect of individual differences ... freedom of thought, freedom of speech, freedom of action. Every voice should be heard.

I don't understand "No"... I don't believe in "Can't"... I know everything is possible.

We are the best, we deserve the best!"

You may think I'm a "long shot", but "long shots" pay off big time, take a chance.

Candidates for Vice-President

Fred Douglas

Fred Douglas

Teaching Background
- *1975-79:* Language Arts, Jacques Fontaine High
- *1979 - present:* Language Arts, Pearce Regional High

NLTA Background

Branch Involvement:
- *1975-77:* President, Rushoon-Terrenceville
- *1977-79:* Past President, Rushoon-Terrenceville
- *1980-91:* Branch Committees
- *1991-93:* Secretary, Burin-Marystown
- *1975-93:* AGM delegate
- *1993-94:* President, Burin-Marystown

Provincial Involvement:
- *1993-94:* Committee on Communications Between Branch Presidents and Executive
- *1994-present:* Provincial Executive
- *1994-96:* Chair, Group Insurance
- *1995-96:* Chair, Group Insurance Review Committee
- *1996:* Chair, Investment Committee
- *1996-97:* Table Officer
- *1997-2000:* Chair, Finance and Property
- *1999-present:* Table Officer
- *1999:* Chair, Workload Committee
- *1999-2000:* Chair, Collective Bargaining Team
- *2000-present:* Negotiating Team

National Involvement:
- *1994-96:* Atlantic Canada Group Insurance forums
- *1996-2000:* Delegate to CTF – AGMs
- *1996-2001:* Delegate to CAPTO Conferences

Professional Background
- *1975-present:* Classroom teacher, senior high
- Attended Contact '93, Sydney, NS
- Co-Chaired Contact '94, Burin, NF
- School leadership team
- School and Board committees
- Professional Development/Inservice Presentations

Kevin Foley

Position Statement

I seek the office of vice-president with an agenda that has been established by teachers. The issues are myriad but can be grouped under headings such as the Collective Bargaining Process, Professional Development and Communication.

Collective bargaining made substantial gains for teachers when the employer bargained in good faith. Throughout the last decade successive governments have failed to do so. As a result, teacher salaries have not kept pace with the cost of living while workload and class size have increased. Change, designed by theorists and trimmed to fit a fiscal rather than a human agenda, has been thrust upon our education system. The voice of the practitioner has been ignored. This trend must be reversed if trust in the bargaining process is to be restored. Autonomy, adequate remuneration and a manageable workload are vital to our status and development as professionals.

Professional development opportunities are almost non-existent. New programs are introduced with little or no inservicing. This increases teacher workload and stress, abdicates students' needs and compromises the quality of learning. Aside from NLTA sponsored PD there have been few opportunities for teachers to remain current or to grow professionally. "The Virtual Teacher Centre", spearheaded by NLTA and co-funded by government, is a welcome change in this regard. We will continue to explore such creative initiatives and to communicate the positive effect of PD upon teachers and students.

Communication is vital because it helps define how we see ourselves, our Association and how others perceive us. We should continue to build strong communications with branches and with teachers in the field. We must be transparent in the governance and operation of NLTA. The approach taken by the Collective Bargaining Team, directed by the President, Executive and Joint Council is a recent example of the type of leadership and communications that I endorse. The initiatives we have taken with our radio and TV ads is also a step in the right direction. They reflect the voice of the practitioner in communicating the value of teachers in our society. These ads make us feel that our efforts are appreciated and foster a growing positive image of teachers in the public consciousness.

I believe strongly that an NLTA agenda is to be set by members through their elected representatives – Joint Council, BGM and Provincial Executive. The challenge of leadership is to find the ways and means to meet the goals members set for their Association. I thank you and respectfully request your support in carrying your agenda forward as vice-present of NLTA and as a strong voice for teachers.

Kevin Foley

Kevin graduated from Memorial University of Newfoundland with a B.Sc. and has completed graduate work in education at both MUN and Fordham University in New York City. He has taught high school in St. Vincent's, St. Mary's Bay and for the past 21 years, has taught Junior High at St. Michael's School in Goose Bay, Labrador. He has represented branch members at many AGMs and BGMs and been involved in a number of professional and community activities.

NLTA Involvement

- Secretary, Labrador North Branch
- Vice-President
- Political Action Officer
- Branch President
- Member of the Ad Hoc Committee on Communications between Branch Presidents and Provincial Executive
- Managed campaign on behalf of NLTA against Bill 17 in 1992 by-Election in Nascopie District
- Member of Provincial Executive
- Chair, Equity Issues in Education
- Member, Finance and Property Committee
- Member, Teacher Certification Committee
- Chair, Membership Benefits and Services

Position Statement

A recent headline in the *Globe and Mail* read "You're good enough, you're smart enough, and darn it, you need a raise". I am tempted to end this with "enough said". I want to remind teachers that the above is true and to tell them why I think it is true.

Whether we have acknowledged it or not it could be said that we underwent a change similar to the Quiet Revolution. And, as teachers were the main agents in this change. Suffice it is to say that results are showing that our students are demonstrating that they can perform on the world stage. We have done more than was expected of us and we are still willing to adopt new approaches that will impact more of our students. Knowing these things we ought to confidently stand tall and demand to be remunerated in a manner befitting our place in society.

The past year or so has seen parts of our province experiencing teacher shortages. All indications are that this is the thin edge of the wedge. We are losing our graduates to the higher salaries and greater benefits of other parts of the world. As a result, we are just beginning to see the shortage of both regular teachers and substitutes. This will result in greater demands on

remaining teachers and until the people of this province are willing to remunerate us on a higher scale, the trend will continue. Let us remind them of that.

The NLTA is a large entity as unions go in this province and in order to be effective it has to accurately reflect the wishes and needs of members. Because of my respect for accurate representation I don't want to be guessing the needs and wants of teachers. I want to know exactly what they are and to that end I see an Association that puts in place mechanisms that allow us to determine, within our fiscal realities, the directions NLTA ought to be taking.

Besides taking care of the everyday items that demand long hours and hard work, the leaders of our Association often have to exercise objectivity, fairness and justice, an understanding of the issues and a commitment to work as a team. My experience over the past number of years at both the Branch and Executive levels have demonstrated that I exhibit these qualities and continue to do so.

Like most skills it takes time to fully grasp the know-how to lead an Association as large as ours. I now have the experience and skills necessary to take on the responsibility of Vice-President of this Association. I ask for your support to do so.

Wayne Lee

Wayne is currently a member of the Provincial Executive and chairs the Finance and Property Committee and the Workload Committee.

Wayne has served on the Negotiating Team and the Collective Bargaining Committee as well as being president of Appalachia Branch.

Wayne has a master's degree in educational administration and is currently head of the science department at Stephenville High.

Wayne is a past provincial president of the Newfoundland and Labrador High School Athletic Federation, has chaired the Stephenville Recreation Advisory Council, has been president of the Stephenville Tennis Club and is currently president of the Indian Head Coop in Stephenville.

Wayne has been active in promoting province-wide voting for president of the NLTA as well as a member of several provincial NLTA committees.

Position Statement

I believe that the NLTA must evolve into an association that is responsive to the changing needs of teachers in our province. Building on over 100 years of history, the NLTA must once again take its place as a major influence on teaching and learning in Newfoundland and Labrador.

To that end, we must involve the membership as never before. Fortunately we live in a time where technology allows this. We can consult with teachers, seek input, receive direction and generally be responsive on an ongoing basis.

As vice-president of the NLTA I want to be your voice at the negotiating table, in the media and in setting a path for the future.

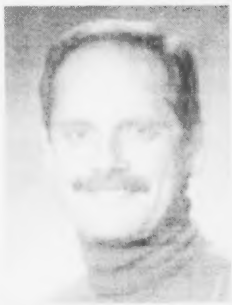
Contract negotiations provide the only real opportunity for teachers to improve their personal and professional lives. The current round is a pivotal one. The political and economic climate of the province make this an opportune time to realize the needs of teachers. As vice-president I will chair the negotiating team and ensure that the problems teachers experience are addressed.

The perception of the NLTA by the public is a matter that concerns us all. The media can be a method of disseminating our positions on educational matters to the public. As vice-president I will work with the president to ensure that the voices of teachers are heard.

We must have a clear vision as to where we, as teachers, and the NLTA, our Association, is going. We must plan for the future, anticipate change and be prepared to respond to it. As vice-president, and with your help, we can use our Association to ensure a bright future.

Together we can make the NLTA a major player in the future of our province and in improving the lives of teachers. I humbly ask for your support in this endeavour.

Wayne Lee



Sean Noah

Sean Noah

Academic/Teaching

- B.A., B.Ed., MUN, 1982
- M.Ed. (Teaching), MUN, 1986
- *1991-2001:* Teaching Principal, Avoca Collegiate, Badger (K-12, K-9, K-8)
- *1989-91:* Program Coordinator, English/Social Studies, Grand Falls-Windsor
- *1982-89:* Teaching Junior High, St. Michael's, Goose Bay

NLTA

- *2000-01:* Chair, Group Insurance Trustees; Chair, Group Insurance Market Review Committee
- *1999-2001:* Provincial Executive Member; Finance and Property Committee Member; Pooled Investment Fund Committee Member; Pension

Fred Wood

Administration Committee – NLTA Rep.; Employee Assistance Program – NLTA Rep.
- *1999-2000:* Province-Wide Vote Committee Member; Group Insurance Trustees Member
- *1997-98:* Communications Committee Member
- *1996-99:* President, Exploits Valley Branch
- *1994-96:* Vice-President, Exploits Valley Branch
- *1987-89:* President, Labrador North Branch
- *1985:* Vice-President, Labrador North Branch
- *1984:* Communications, Labrador North Branch

Statement

Teachers have spoken very clearly: the issues of salary and workload are the two priorities that have to be dealt with effectively during this round of negotiations. These areas, of course, encompass a variety of related issues which in turn must be resolved. Over the past ten years we've experienced little or no salary increases, an expanding workload and a higher number of disruptive students. We continue to have a lack of timely inservicing and experience difficulty in securing release time. While we may have had some successes in addressing some of the above, they have been of the piecemeal and band-aid variety. A stronger contract for all teachers is obviously necessary.

To consistently derive satisfaction in our professional lives and to accomplish goals in the classroom, we need smaller class sizes and proper resourcing of schools – both personnel and otherwise. In our private lives, we deserve that substantial salary increase, so we're not up to our necks in debt and can afford a decent existence for ourselves and our families. The financial stress must be removed and the classroom issues solved. We know we are entitled to and deserve these improvements, but it will only be by standing together that we achieve significant gains.

I am seeking the office of Vice-President of our Association as I believe I can work with our President and executive team to offer you strong representation, clarity of purpose and a vision for our future – a future of renewed respect and enjoyment in the classroom on a daily basis. Unified and focused, the NLTA is a powerful body, and capable of securing a vastly improved collective agreement.

Having taught the past 19 years and teaching with administrative duties during the last 10, I have learned a great deal about teachers, schools and our Association. I have felt privileged to work on your behalf and with our NLTA executive and staff during the last two years. I have worked hard for your interests. Allow me to fight for you to further your rights and enhance your protection as a professional body. I dedicate all of my energy, experience and abilities to the task. Thank you.

Fred Wood

Education
- B.A., B.Ed. (MUN, 1973)
- M.Ed., Educational Administration (MUN, 1990)

Teaching Experience
- *1984-2001:* Queen Elizabeth R.H.S., Foxtrap (currently Department Head, Social Studies)
- *1973-84:* Bonavista, Labrador City, Bay Roberts, Port aux Basques

NLTA Involvement
- *1992-99:* President, Conception Bay South Branch (1997-99); Vice-President (1995-97); Treasurer (1994-95); Member-at-Large (1992-94)
- *1992-93:* PRISM Committee
- *1994-95, 1997-98:* Member, Communications Committee
- *1996-97:* Member, Benefits & Economic Services Committee; Resolutions Committee, AGM '97
- *1996:* CONTACT, P.E.I.
- *2000:* CONTACT, Cape Breton
- *1999-2001:* Member, NLTA Provincial Executive; Chair, Communications Committee; Member, Ad Hoc Committee on Province-Wide Vote; Member, Support Staff Negotiating Team

Community Involvement
- Manuels River Natural Heritage Society
- Royal Canadian Legion, Branch 32, Bay Roberts

Mr. Dale (my Grade 7 teacher, and the person most responsible for my being a teacher) was in his element when he walked inside that classroom door. For 26 years now, I've walked inside my own doors, and I know I belong there, too. It is that feeling of belonging that has motivated me to take these extra steps. Like the community service so many of us give, I would like to offer my services to my own special community – that of my students and my colleagues. That is why I have decided to seek the office of Vice-President of NLTA.

These past ten years of branch involvement, and most recently with the Provincial Executive, have taught me that one can never be wrong if you stick to your roots – the classrooms and staffrooms of this province. They offer the foundation and guidance needed to make tough decisions. In addition, these years have shown me the effort required to get things done.

From my classroom I see simple uncomplicated workload issues. More crowded classrooms. Teachers seeking ways to supplement dwindling resources. My

curriculum development experience reveals inadequate preparation of new programs. We need more teacher involvement, more time for professional development, more resources, less of a top-down process. We've had the Pathways experience to serve as an example. Our administrators have been so burdened with bureaucracy and management that we've lost track of that notion of them being our instructional leaders.

As we embark on the latest round of negotiations our approach must reflect our self-esteem – and our worth! Of course, we must address our workload, our resources, our PD time, but also our very health and welfare. We must communicate these issues, not just with formal and imaginative media campaigns, but at every opportunity in front of government, the public, parents, special interest groups and our own membership. We must be visible – to be seen proud of who we are.

Our Association is truly at a crossroads, which is appropriate as we enter the new millennium. We've watched the changing demographics of our membership as so many of us reach retirement. Our youngest members face challenges different than those of us who began our careers 20 years ago. Not surprisingly, many challenges remain the same! We've witnessed the evolution of our Association to the verge of province-wide voting. That means greater accountability, greater responsibility and greater democracy for both the elected and the electors. Many more decisions remain.

Because my roots are so deep in the classroom, I will always ask, "How does this issue affect me, the teacher? Will it help? Will it only obstruct?" That is the mantra I will always recite.

Colleagues, I want to be your negotiator, your cheerleader, your spokesperson, your advocate. I hope you will consider me equal to the task.

Candidates for Executive

IN ADDITION TO CANDIDATES FOR EXECUTIVE, BY-LAW XI. – NOMINATIONS AND ELECTION FOR EXECUTIVE – INCLUDES A PROVISION [UNDER SUBSECTION A.(2)] WHEREBY THE CURRENT PRESIDENT, IF HE/SHE SO DESIRES, MAY BE AN EX OFFICIO EXECUTIVE MEMBER FOR THE YEAR FOLLOWING THE COMPLETION OF HIS/HER TERM OF OFFICE.

Bruce Burton

Bruce Burton

How does one speak about himself truthfully and still be modest? First the facts; the embellishments come later.

I grew up in Corner Brook and attended Herdman Collegiate and First Year Arts at Regina High School. Torn between immediate gratification and common sense I attended Memorial University pursuing a Physical Education degree. However, it was not to be. After a year I opted for the money and went to work at the paper mill in Corner Brook and later became a full time fire-fighter at the Corner Brook Fire Department where I worked for ten "very exciting", but on occasion boring, years. Eventually the lure of another career pulled me to Grenfell College where I entered into a long process of becoming educated while still being employed at the fire hall. In 1980 I took a leave of absence and attended MUN to complete a B.A. and B.Ed. When completed I returned to Corner Brook where I worked at the fire hall for a few months before leaving to teach at Herdman Collegiate. To add to my History degree I completed a second major in English but alas, I had to leave my birth place and move to Wabush, Labrador in order to avoid the unemployment ranks (remember the 80's and declining enrolments). Not fully adapting to the North my family and I left and eventually ended up in Port aux Basques. At present I

am Social Studies Department Head at St. James High. In 1994 I completed a Master's Degree in Learning Resources (resources centres are no longer in vogue – something to do with allocations). Thus, my educational history.

Outside the classroom I am involved in a number of community activities: Hospital Foundation, Lions, Toastmasters, Church, Curling, and I like Bridge but I love golf. Since 1999 I have been the President for Port aux Basques Branch. As a result of this closer involvement with NLTA I want to become more active and Provincial Executive seems a logical progression. My varied work experiences (I helped negotiate contracts at the fire hall and served on the Union executive) will allow me to bring a new perspective to Provincial Executive.

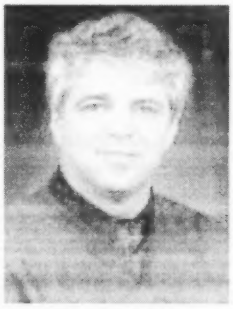
And there you have it – I feel like the emperor without his clothes. In any event I will do my best to serve the interests of the NLTA should you decide to trust my judgement. Thank you.

Statement

A quality work environment is crucial to the life of a teacher. Adverse working conditions, like disruptive students, lack of professional development opportunities and increased workload, create negativism and apathy. The overall feeling that a teacher is not an asset to students and education but rather a liability to the government, demoralizes educators.

The time has come for teachers to be recognized as professionals. Teacher morale will increase when teachers are paid fairly, able to access continuous professional development and have a work environment that provides quality experiences.

During the past two years I have acted on my commitment to work on behalf of all teachers, pursuing the tenets of a quality workday, fair remuneration and increased membership involvement. With my interest, experience and understanding, I feel I can continue to provide strong leadership in the decision-making needed to address teacher issues.



Dana Burridge

Dana Burridge

Dana graduated from Memorial University with a B.A. and B.Ed. He taught in Jackson's Arm, White Bay (1973-74), Deer Lake (1977-90), and is presently teaching in Pasadena.

Dana's NLTA involvement started in his first year teaching when he was a charter member and communications officer of Taylor's Brook Branch. Throughout his teaching career his involvement at the branch level in Deer Lake, included School Board-Teacher Liaison Committee, communications officer, political action officer, secretary, treasurer, vice-president and president. Provincial committees included Collective Bargaining Legislation Review and Professional Issues in Teaching. He is currently an NLTA Provincial Executive member (1999-2001) serving on four committees: Finance and Property, Group Insurance, Educational Leave, and Deferred Salary Leave.

Community involvement has paralleled Dana's teaching career. He was a director of the Humber Valley Development Association for 12 years. He served on many sub-committees including committee for the development of the Humber Valley Strawberry Festival, planning and developing a Museum and Heritage Centre, and Job Re-entry for Women. He was a member of the Deer Lake Library Board for 15 years.

Dana is currently active in school improvement initiatives, middle level education, the National Heritage Fair Program and the Humber Valley Heritage Society.

Diane Curtis

Diane Curtis

Originally from Corner Brook, Diane and her husband, Lloyd, moved to Jackson's Arm in 1975 where they have worked and raised their family. Diane has completed a B.A.(Ed) and a M.Ed. in Educational Leadership with a thesis related to Multi-Age Education. During her 22 year career, she has taught at most grade levels and held a principal's position for seven years in two small schools. She is presently teaching a multi-age 5/6 class with duties in French for Grades 5 and 6 at Main River Academy, a K-12 school in Pollard's Point, White Bay.

At the district level, Diane was part of the policy committee on multi-age education. She has attended inservice sessions on Multi-Age Teaching and Readers' and Writers' Workshop which she uses in her classroom. She will be participating in the Multi-Age Online Professional Development Project – a federally funded project which includes three school districts, the NLTA and STEM-Net.

At her own school, Diane is involved in the Learning Through the Arts program which brings various artists into the classroom to help deliver the curriculum; she has started the Kids Eat Smart program, and has coordinated parent volunteers. She is an executive member of the local literacy council, and is on the board of directors for the Tree House Family Resource Center in Deer Lake.

Diane has been an active member of the Taylor's Brook Branch of the NLTA throughout her teaching

career. She has held various positions on the local executive including five years as branch president. She was part of the NLTA Ad Hoc Committee on New School Construction and is presently serving a second year as chair of the School Board-Teacher Liaison Committee for School District #3.

Kevin Foley

(Please see page 10.)

Wayne Lee

(Please see page 11.)

Paul Matthews

Professional Background and Experience

Paul Matthews holds a BPE, B.Ed., M.Ed. and a TESL Certificate. He is enjoying his 19th year of teaching at Booth Memorial High School, St. John's, where he is currently Head, Department of English. Paul has taught at various sites including all-grade, junior high and senior high school in rural and urban settings.

As a member of the NLTA, Paul has been involved in promoting the professional and personal well-being of teachers through his role as school representative, branch executive member and Branch President for the past three terms. He has served on three provincial standing committees, represented the NLTA on the Teacher-Employer Liaison Committee for four years and currently serves on the Negotiations Team that is in place for the current round of negotiations.

Position Statement

The Association faces enormous challenges in many directions and on various levels for all members, especially those of us who will be honoured by your endorsement to provincial executive. Fast on the heels of province-wide reorganization and consolidation have come top-down initiatives compounded by a downloading, site-management approach which have serious negative impacts on teachers professionally and personally. Introduction of new curricula without adequate or even cursory professional development, as well as implementation of the Pathways initiative without the essential supports and resources, represent examples of the most recent problems.

In isolation, these issues have placed cumbersome, additional workload responsibilities. However, add the onerous levels of student supervision, lack of preparation time, unregulated class sizes and composition, multi-level grouping, etc. ... all to be addressed in a work day defined only by the employer, and one can finally glimpse what it means to be taken for granted! The end result is the crisis situation now facing us. It is time we took a more self-protective approach and regain control of our professional and personal lives. As our students would appreciate ... we must 'get a life'!

I have worked with and have great respect for the abilities and contributions of all my colleagues featured in this special issue of *The Bulletin*. These fine educators would compose a superior leadership team. I would be pleased to be part of our new executive and request your consideration and support. I can be contacted at: tel: 745-4303, fax: 745-7280; e-mail: pmatthews@booth.k12.nf.ca; web site: www.booth.k12.nf.ca/~pmatthews/.

Edward Moore

Paul Matthews

Ed was born in Riverhead, Harbour Grace and moved to Placentia at the age of seven. After graduating from Laval High School, he attended Memorial University earning a Bachelor of Arts in Education and a Diploma in Learning Resources.

Ed has taught with the new amalgamated Avalon West School District for the past 24 years. He began his teaching career as a substitute and replacement teacher and went on to teach in Mount Carmel, St. Mary's Bay; St. Joseph's, St. Mary's Bay; St. Bride's, Placentia Bay and Southern Harbour, Placentia Bay before returning to Placentia where he is presently a Grade 7 teacher at St. Edward's Elementary.

Ed has been involved with the NLTA for 15 years.

NLTA Career Highlights

- *1987-1988:* Vice-President, Placentia Branch
- *1988-1993:* Branch President, Placentia Branch
- *1994-1995:* Past President, Placentia Branch
- *1994-1995:* Served on the NLTA Provincial Committee of Equality Rights in Education
- *1998-2000:* Served on the School Board-Teacher Liaison Committee for NLTA
- *1995-2001:* President, Placentia Branch

The 2001 BGM will be the fourteenth convention Ed has attended on behalf of the Placentia Branch. He assures you that this experience has provided insight into the problems and concerns that teachers have

Edward Moore

experienced in the past and the ones we may face in the new millennium.

This Association has awesome challenges ahead – Salaries, Pension Indexing, Violence in the Schools, Teacher Workload and Changing Demographics, to name just a few. These challenges will require some very tough decisions and the members of this Association deserve a competent and prudent decision-making team and Ed Moore should be a part of that team.

Ed is deeply concerned about these issues and he is committed to giving strong representation to you, the membership, if you choose to elect him to the Provincial Executive. He will work diligently on your behalf and will offer his time, energy, and experience to the teachers of this province.

Ed, who is now living in Southeast Placentia with his wife Mary and their three children – Kaila, Devon, and Jeremy – asks for your support to serve as a member of the NLTA Provincial Executive to meet the many challenges that face educators throughout this 21st century.

Clem Ted Murphy

(Please see page 6.)

Sean Noah

(Please see page 11.)

Fred Wood

(Please see page 12.)

Resolutions to Convention

Category A: Professional Development

Curriculum for Primary Grades

1. That religion, health, and social studies be incorporated into the Language Arts and Math programs in Kindergarten and primary classes. **(Humber)**
   Explanatory Note: *This would allow music and physical education time allocations to remain the same or be increased.*

2. That Kindergarten and primary physical education and music allocations remain the same or be increased. **(Humber)**
   Explanatory Note: *Studies show these activities enhance problem solving ability and general academic performance.*

Provision of Textbooks and Resources

3. That NLTA insist the Department of Education provide all recommended resources and textbooks to deliver our Department of Education's curriculum. **(St. John's Centre)**
   Explanatory Note: *For example, a science text and teacher resource are required at the Grade 4-6 levels. As a classroom teacher, it is extremely time-consuming and financially draining to develop the daily lesson plans required and to provide the materials needed. Without the required resources, the task is Herculean.*

Pathways

4. That the NLTA lobby the Department of Education re changes to the Pathways documents to allow for the inclusion of an area of exceptionality under a new heading of socio-economic factors. **(St. John's Centre)**
   Explanatory Note: *A number of students are unable to receive the programs/skills support offered by special education settings because they do not fit neatly into the rigid and narrow parameters set down. These students frequently enter the education system without the prerequisite skills, without parental support and/or guidance. They quickly fall behind their peers and, all too often, fall between the cracks.*

Category B: Association

Negotiating Team

5. That at least 50% of the negotiating team be made up of classroom teachers. **(Ganova)**

NLTA Staff and Services to Teachers

6. That the NLTA Executive form an ad hoc committee to review and re-evaluate the deployment of NLTA staff and delivery of services to teachers. **(Ganova)**

Branch Amalgamation

7. That NLTA force amalgamation of branches where geographically feasible. **(Ganova)**
   Explanatory Note: *This would be a cost-saving measure.*

Paid Alternates at Convention

8. That NLTA discontinue the policy of paid alternates to the BGM for branches with populations under 100. **(Ganova)**
   Explanatory Note: *This would be a cost-saving measure.*

NLTA Fee Structure

9. That NLTA investigate the possibility of having a "flat rate" as a fee structure for its members. **(Ganova)**

Category C: Benefits and Economic Services

Negotiations

10. That negotiations for the upcoming year 2001 be concluded before the old contract expires. **(Ganova)**

Shop Steward System

11. That NLTA establish shop stewards at each site where teachers are employed in the province. **(Humber)**

Workplace Safety Committees

12. That a teacher representative be a member of each Workplace Safety Committee. **(Rushoon-Terrenceville)**
    Explanatory Note: *Other unions have members on this committee to bring their issues of concern. We do not and this should be rectified.*

Teacher Vacancies

13. That, notwithstanding current collective agreement articles regarding redundancies, layoffs, and transfers, all new vacancies in the province be subject to seniority on a province-wide basis. **(Notre Dame)**
    Explanatory Note: *The provincial government employs all teachers in the province of Newfoundland and Labrador and the denominational school system has been dismantled. There is no longer a reason for school boards to distinguish between prospective teachers other than academic qualifications and experience.*

    The present hiring practices of school boards are unfair to teachers employed by other boards. We work for the various school boards across the province, but really our true employer is the government. Yet, teachers with other boards receive no priority for hiring when vacant positions are available. For example, if the Avalon East School Board, after all transfer and redundancies are taken care of, has twenty or thirty positions that need to be filled, then that board will hire its own past substitutes and replacement teachers first. The collective agreement [Clause 6.12(b)] requires that they be considered before applicants from other boards. These could be teachers with only a few days seniority to a few years. This is unfair! There may be many veteran teachers across our province who would like one of these positions. After all, these teachers are part of the same association and have paid their "dues". This could work for any teacher who wishes to move to another district. There are many teachers in the province who would really appreciate an opportunity to move to other areas of this province.

    This resolution will not affect redundancies, transfer within boards, or the layoff pool as these would still be taken care of first, before positions are advertised in a province wide paper.

Employee Assistance Program

14. That the Employee Assistance Program contribute to proactive programs such as fitness/health club membership. **(Exploits Valley)**

15. That the base rate for reimbursement of counselling fees under the Employee Assistance Program be revisited to reflect today's rates. **(Ganova)**
    Explanatory Note: *The cost to see most "professionals" has increased drastically while the reimbursement under EAP has remained relatively low.*

Unpaid Leaves

16. That teachers be able to avail of unpaid leave for an unspecified number of days if a suitable substitute is available. **(Exploits Valley)**
    Explanatory Note: *Teaching is the only profession where time off is set. If leave is unpaid, government is still only paying one person for a job, and a person who otherwise would not be working is given employment.*

Compassionate/Family Leave

17. That Article 18.01 re compassionate/family leave be amended to read: "A teacher shall be entitled to leave not exceeding five (5) days... Where travel is involved or extraordinary circumstances prevail, the school board may extend the leave up to an additional three (3) days." **(Exploits Valley)**
Explanatory Note: *The existing leave does not address the emotional needs of teachers in the event of the death of a loved one.*

Teacher Allocations

18. That teaching units be allocated based on programs not student numbers. **(Exploits Valley)**

19. That larger schools not be penalized because of the allocation given to smaller schools. **(Exploits Valley)**

Pensions

20. That NLTA enter into negotiations with government regarding a reciprocal transfer of pensions from the Canadian Armed Forces and all other federal departments. **(Humber)**

Specialist Bonuses

21. That Article 30.05 of the opening package for the current round of negotiations be amended by adding "home economic teachers" at a ratio of 250:1. **(Ganova)**
Explanatory Note: *Home economics is an extremely important speciality area in developing the whole child. There are home economics specialists in the province, and they should not be excluded from the list of specialists.*

Remuneration for Attendance at Meetings

22. That any remuneration paid to one member of the Association to attend meetings be applied to all members who attend the same committee meetings (e.g. school council meetings). **(Ganova)**

Teachers on Public Exam Marking Board

23. That the NLTA seek to be the bargaining agent for people employed as markers on Public Exam Marking Boards. **(St. John's Centre)**

Summer School/Night School Teachers

24. That the NLTA seek to be the bargaining agent for teachers employed by school boards for teaching courses in the provincial curriculum at summer school and/or night school. **(St. John's Centre)**
Explanatory Note for Resolutions 23 and 24: *All members of such boards and teaching staffs are association members. They are working the role of teacher with their employer, yet they do not earn near their regular scale of pay. Insofar as this is a major year for the reinstatement of public exams, quick action is required.*

Teaching Assignment Changes

25. That teachers remaining on staff be given teaching assignments for the coming year in writing before the end of the current school year. **(Southern Shore)**

26. That where changes have to be made to a teaching assignment after the end of the current school year, teachers be notified three weeks prior to the opening of the new school year. **(Southern Shore)**

Group Insurance

27. That if there is a delay in obtaining a specialist appointment and another specialist at a greater distance is available at an earlier time, the group insurance travel subsidy be applied to the latter. **(Ganova)**

Current Policy Resolutions

Supervision of Students

28. That teachers no longer be expected to supervise during lunch hour. **(Exploits Valley)**
Explanatory Note: *It is not in a teacher's job description. The government should pay people to perform these duties similar to what is happening in some other provinces.*

Pensions

29. That all university service in the education field be counted as worked service for the purposes of pension. **(Exploits Valley)**
Explanatory Note: *All teachers who went to university with or without an interruption would have their university years counted as teaching years. Everyone would be treated equally. Right now if you didn't finish your degree, went teaching, and went back to university, you have an advantage.*

30. That the surviving spouse of an NLTA member be eligible to receive 70% of the pension of the deceased teacher. **(Humber)**

Notice of Motion for By-Law Change at the 2003 BGM

31. That the President and Vice-President be elected by all members of the NLTA. **(Exploits Valley)**

Proposed NLTA Act and By-Law Changes

Eighteen proposed changes to the NLTA Act and By-Laws meet the voting requirements for the 2001 BGM. Five of these proposals result from resolutions submitted by branches to the 1999 BGM which did not satisfy the required notice of three months for by-law changes in order to be voted on at that BGM. These proposed changes will appear on the BGM agenda as Business Arising from the 1999 BGM.

However, regarding Resolution 101 from the 1999 BGM, it is the intention of the Notre Dame Branch to withdraw this motion. Instead, the Notre Dame Branch has submitted specific wording for proposed changes to three sections of the NLTA Act and three By-Laws. Also, the Nutak Labradorimi Branch has informed the Association that the branch has withdrawn Resolutions 102 and 103 from the 1999 BGM.

There is also one proposed change to the NLTA Act and one proposed change to the NLTA By-Laws being presented by the Provincial Executive.

In addition, prior to the deadline for receipt of by-law changes for the 2001 BGM, the Waterford Valley Branch submitted one proposed change to the NLTA Act and two proposed by-law changes and the Burin-Marystown Branch submitted two proposed by-law changes.

In considering these proposed Act and By-Law changes, you are reminded that a two-thirds majority is required in order for these changes to be carried. A motion to table these changes would require a simple majority.

A: Notice of Motion for By-Law Change from the 1999 BGM

99. That By-Law III.B. (Privileges of Active Membership) be amended by adding a new subsection to read: "No teacher shall be excluded from a meeting of Joint Council unless Joint Council is discussing a personal matter regarding a teacher or staff person of NLTA." **(Waterford Valley)**

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive's Recommendation:
Joint Council has evolved into a decision-making body of some significance within the NLTA structure over the past several years. The nature of the issues that it deals with from time to time require the group to be able to take decisions in a confidential context (via in-camera sessions) to protect the integrity of matters that come before it. In the past, Joint Council, by means of motions from within its membership, has had occasion to move to in-camera session in order to deal with issues relating to things such as collective bargaining. This was done to ensure that all members of the Association received information in a fair and timely manner and that no one group of teachers was given an unfair advantage merely because they happen to live within close proximity of the site of a Joint Council meeting.

100. That By-Law III.B. (Privileges of Active Membership) be amended by adding a new subsection to read: "No teacher shall be excluded from a meeting of Provincial Executive unless Executive is discussing a personal matter regarding a teacher or staff person of NLTA." **(Waterford Valley)**

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive's Recommendation:
It is essential that the Provincial Executive Council maintain its ability to hold in-camera sessions to

deal with issues that extend beyond the category of "personal matters regarding a teacher or staff person of NLTA". The nature of business that comes before the Executive often requires frank and open dialogue and deals with information that must be kept in confidence; this is essential so as not to compromise the integrity of the Association's ability to conduct its affairs in a responsible manner.

101. That there be a province-wide voting for Provincial Executive. **(Notre Dame)**

As previously noted, the Association has been informed by the Notre Dame Branch that the branch has **WITHDRAWN** this resolution.

102. That the number of voting delegates at NLTA Conventions not only be based on teacher populace, but on distinct geographical regions. **(Nutak Labradorimi)**

103. That the Provincial Executive be equally comprised of all the different regions of Newfoundland and Labrador. **(Nutak Labradorimi)**

As previously noted, the Association has been informed by the Nutak Labradorimi Branch that the branch has **WITHDRAWN** both Resolutions 102 and 103.

B: Proposed NLTA Act and By-Law Changes from Provincial Executive

1. **Section 4(B)(I) of the NLTA Act**
That Section 4(b)(i) of the NLTA Act be amended by replacing the word "annual" with the words "biennial meeting or". The section would then read: "(b) to elevate and unify the teaching profession by (i) promoting the welfare of teachers in the province by setting up and administering those subsidiary services that the **biennial meeting or** convention may decide."

Recommendation from Provincial Executive:
CARRY

Rationale for Executive's Recommendation:
This change to the NLTA Act was missed during the changes made when the Association moved to the biennial meeting format.

2. **By-Law XIV.D. – Duties of Executive Council**
That By-Law XIV.D. – Duties of Executive Council be amended to change the word "eight" to the word "seven". The section would then read: "D. The duties of the Executive shall be to act as a representative of the teachers in promoting the welfare of the members of the Association and the advancement of education in the province, using to this end all legal means at its disposal. A quorum shall be **seven** members."

Recommendation from Provincial Executive:
CARRY

Rationale for Executive's Recommendation:
This change to the NLTA By-Laws was missed during the changes made when the Association moved to the biennial meeting format.

A DOCUMENT CONTAINING THE CURRENT WORDING AND SUGGESTED REWORDING OF THE FOLLOWING NLTA ACT AND BY-LAW CHANGES SUBMITTED BY THE WATERFORD VALLEY AND NOTRE DAME BRANCHES WILL BE INCLUDED IN THE CONVENTION KITS FOR THE 2001 DELEGATES.

C: Proposed NLTA Act and By-Law Changes from Branches

1. **PROPOSED CHANGES FROM THE NOTRE DAME BRANCH**

The proposed NLTA Act and By-Law changes which follow are presented by the Notre Dame Branch and include changes to:

- Section 5 [Powers] of the NLTA Act.
- Section 13 [Executive] of the NLTA Act.
- Section 14 [Executive Council] of the NLTA Act.
- By-Law I – Interpretation
- By-Law XI – Nominations and Election for Executive.
- By-Law XII – Nominating and Election Procedures for Officers.

These proposals, if adopted, would result in the following changes: i) Province-wide election of the Provincial Executive; and ii) Province-wide election of the President and Vice-President.

Recommendation from Provincial Executive on all proposed changes from the Notre Dame Branch: NO POSITION

Rationale for Executive's Recommendation:
The Executive Council feels strongly that this issue should be left entirely to the discretion of Convention delegates. The matter has received extensive exposure and debate leading up to and during the 1999 BGM, at which meeting the general concept received support by a simple majority of voting delegates. As well, the poll of the entire membership, which was conducted in the Spring of 2000, gave each teacher an opportunity to voice opinion on some aspects of this issue. These views should be sufficient to guide delegates at BGM 2001 as they take their decision re this most fundamental aspect of democracy within NLTA.

THE NLTA ACT

a) That Section 5.(1) – Powers, of the NLTA Act be amended by adding a new subsection (h) to read as follows: "(1) The association may **(h) establish the number of persons who shall, from time to time, constitute the Executive of the Association; and"** and that the remaining subsections be relettered.

b) That Section 13 – Executive, of the NLTA Act be amended to read: "There shall be an executive of the association consisting of **a number of members as provided for in the by-laws of the Association**, inclusive of the president and vice-president, and in addition the immediate past president shall be, by virtue of the position, an executive member for the year immediately following his or her term of office as president."

c) That Section 14 – Executive Council, of the NLTA be amended to read: "The executive shall comprise **executive members elected in the last election** and they shall hold office until the **next** executive has been elected in accordance with this Act and the by-laws of the association and shall meet for the dispatch of business and otherwise regulate their meetings and proceedings as they consider appropriate."

NLTA BY-LAWS

a) That By-Law I. – Interpretation, be amended by adding a new Section B. – Electoral Committee, to read as follows and that this By-Law come into force immediately upon the coming into force of the enabling amendments to Sections 5, 13, 14 of the Teachers' Association Act: **"B. 'Electoral Committee' means the electoral committee appointed under By-Law XI."**

b) That a new By-Law XI. – Electoral Committee, be added to read as follows and that this By-Law come into force immediately upon the coming into force of the enabling amendments to Sections 5, 13, 14 of the Teachers' Association Act: **"There will be appointed by the Executive an Electoral Committee, consisting of four active members of the Association as per By-Law III, who shall conduct the election of President, Vice-President, and Executive Council and shall recommend policies governing the conduct of elections to the Executive. Such policies shall include all matters relative to the holding of elections. The rules for the conduct of elections shall be published not later than thirty (30) days prior to the date of the elections."**

c) That the current By-Law XI. – Nominations and Election for Executive, and the current By-Law XII. – Nominating and Election Procedures for Officers, be incorporated into one new By-Law XI. – Nominations and Election for Officers and Executive, to read as follows and that this By-Law come into force immediately upon the coming into force of the enabling amendments to Sections 5, 13, 14 of the Teachers' Association Act: **"A. Elections for President, Vice-President and Executive Council shall be held on a day selected by the Electoral Committee in the first week of May in the year of the expiry of the term of office for these positions. Election information will be published in the Election Bulletin at least one month prior to the date of the elections.**

B. (1) Any member of the NLTA in good standing is eligible for nomination and election to the Executive.

(2) Any member of the NLTA in good standing* is eligible for nomination and election to the office of President or Vice-President.

(3) No member is eligible to be nominated to both the office of President and Vice-President in any one election year.

(4) Nominations shall be submitted to **the** Electoral Committee, appointed by the NLTA Executive.

(5) Nominations for the Executive shall be by the branches. Any number of nominees may be submitted by each regional and local branch providing that the consent of each nominee is obtained by the branch, and the nomination is approved by a motion at a duly constituted general branch meeting.

(6) Nominations for President or Vice-President shall be in writing by at least 10 members in good standing, each signature being witnessed by
(a) an officer of a branch, or
(b) a member of the NLTA Executive, or
(c) **a Commissioner for Oaths.**

(7) The President shall, provided s/he so desires, be an ex officio** Executive member for the year following the completion of the President's term of office.

(8) The Electoral Committee shall receive nominations for **the office of President and Vice-President and** the Executive up to **thirty (30) days before the date of the election**. Such nominations must be accompanied by a short biographical sketch, **an election statement,** and a signed statement by the candidate of willingness to serve under conditions from time to time established by the Convention and applicable during the term sought.

(9) Subject to XII.**B.(8)**, the name of each nominee shall be released by the Electoral Committee within two weeks of receipt of each nomination. For publication in the **Election** Bulletin, nominations must be postmarked or **delivered to the NLTA Head Office** not later than the **date which is two months prior to the date of the election.**

C. Photographs and information on candidates referred to in **XII.B.(9)** must be published in the **Election** Bulletin at least one month prior to the **election.**

D. Nominees are free to contact **teachers** in any way they see fit, keeping in mind the professional Code of Ethics.

E. BALLOTING

(1) Seventeen Executive members shall be elected biennially **by ballot on election day**, and the 10 who have the greatest number of votes shall, with the President, the Vice-President and a person holding office under **XII.B.(7)**, where applicable, form the Executive Council. The remaining Executive members shall be classified as alternate members.

(2) The President and Vice-President shall be elected **biennially by ballot on election day**.

(3) Voting shall be by written secret ballots issued to **active members** as defined by **By-Law III.**

(4) Ballots shall be collected and counted by the **Branch Executive upon the close of voting** in the presence of one representative for each candidate, **if s/he so desires, and the results and ballots shall be forwarded to the Chairperson of the Electoral Committee.**

(5) The results of each ballot shall be announced by the Chairperson of the Electoral Committee.

(6) In order to be elected as President or Vice-President, a candidate must receive a majority of votes of the active members voting.

(7) If no majority **of votes of the active members voting** is registered on the initial **ballot for President or Vice-President, all but the two candidates receiving the highest number of votes shall be dropped and a deciding ballot shall be held within fourteen (14) days of the original ballot.**

(8) When a tied ballot result prevents the Electoral Committee from naming **the President, the Vice-President or** the members **of** the Executive Council and/or from ranking the alternate positions **for the Executive Council, each member of the Electoral Committee, other than the Chairperson, shall cast a secret ballot to break the tie**

before the results are released. Only **the names of the** tied candidates shall appear on such a ballot. **The ballot shall be conducted by the Chairperson of the Electoral Committee.**

F. Anyone alleging irregularities in nomination or election procedures must make such allegations known in writing to the Chairperson of the Electoral Committee **within seven (7) days of the event on which the allegation is based.** Upon receiving such allegation, the Electoral Committee **shall** investigate the allegations and report its findings and recommendations to the **Executive Council within a further seven (7) days.** In **the event** the allegation of irregularity is accepted as proved by a majority of the **Electoral Committee, the Committee shall, by majority vote of its members, recommend to the Executive Council Electoral Committee, the Committee shall, by majority vote of its members, recommend to the Executive Council appropriate actions, including but not limited to setting aside the nomination or election providing for new or further nominations or elections or any other act which will give effect to these by-laws, and the Executive Council shall act in accordance with that recommendation.**

G. No member shall be eligible to be a member of the Executive unless such person is residing in, or actively teaching in, the province of Newfoundland and Labrador during the term of office.

H. The maximum number of Executive members who can sit on the negotiating team, at any one time, shall be two.

2. PROPOSED CHANGES FROM THE WATERFORD VALLEY BRANCH

THE NLTA ACT

a) That Section 14 – Executive Council, of the NLTA be amended to read: "The executive shall comprise **executive members elected in the last election** and they shall hold office until the **next** executive has been elected in accordance with this Act and the by-laws of the association and shall meet for the dispatch of business and otherwise regulate their meetings and proceedings as they consider appropriate."

b) That a new By-Law XV. – Elections, of the NLTA By-Laws be added to read as follows, with all remaining by-laws to be renumbered accordingly, and that this by-law come into force effect upon the coming into force of the enabling amendments to Section 14 of the Teachers' Association Act: **"A. Elections for President and Vice-President shall be held on a day selected by the Electoral Committee, as appointed under section B. of this By-Law, in the first week of May in the year of the expiry of the term of office for that position. Election information will be published in the Convention Bulletin at least one month prior to the date of the elections.**
B. There will be appointed by the Executive an Electoral Committee who shall conduct the election of President and Vice-President and recommend policies governing the conduct of elections to the Executive. Such policies shall include all matters relative to the holding of elections. The rules for the conduct of elections shall be published not later than thirty (30) days prior to the date of the elections."

c) That By-Law XII: Nominating and Election Procedures for Officers, of the NLTA By-Laws be amended to read as follows and that this by-law come into force upon the coming into force of the enabling amendments to Section 14 of the Teachers' Association Act: "A. Any member of the NLTA in good standing, is eligible for nominations and election to the office of President or Vice-President providing:
(1) Nomination papers are signed by at least 10 members in good standing, each signature being witnessed by
(a) an officer of a branch, or
(b) a member of the NLTA Executive, or
(c) a notary public, or
(d) a Justice of the Peace, and submitted to an Electoral Committee, appointed by the NLTA Executive **under By-Law XV.B.**

(2) That the Electoral Committee, **as appointed under By-Law XV.B.**, receive nominations for the office of President and Vice-President up to **thirty (30) days before the date of the election.** Such nominations must be accompanied by a short biographical sketch, an election

statement, and a signed statement by the candidate of willingness to serve under conditions from time to time established by the Convention and applicable during the term sought.

(3) Subject to XII.A.(1), the name of each nominee shall be released by the Electoral Committee, as **appointed under By-Law XV.B.**, within two weeks of receipt of each nomination. For publication in the Convention Bulletin, nominations must be postmarked not later than the **date which is two months prior to the date of the Convention.**

(4) DELETE

B. Photographs and information on candidates referred to in XII.A.(3) must be published in the Convention Bulletin as per By-Law XI.(1).

C. Nominees are free to contact **teachers** in any way they see fit, keeping in mind the professional Code of Ethics.

D. BALLOTING

The President and Vice-President shall be elected **by ballot on election day** as per the following:

(1) Voting shall be by written secret ballots issued to **active members** as defined by **By-Law III.**

(2) Ballots shall be collected and counted by the **Branch Executive,** in the presence of one representative for each candidate, **if s/he so desires.**

(3) The results of each ballot shall be announced by the Chairperson of the Electoral Committee, **as appointed under By-Law XV.B.**

(4) **In order to be elected, a candidate must receive a majority of votes of the active members voting.**

(5) If no majority **of votes of the active members voting** is registered on the initial **ballot**, where more than two candidates are involved, **all but the two candidates receiving the highest number of votes shall be dropped and a deciding ballot shall be held within fourteen (14) days of the original ballot.**

(6) DELETE

(6) In the event of a tie on a ballot with only two candidates, **a vote of the newly elected Executive Council will decide the issue.**

E. Anyone alleging irregularities in nomination or election procedures must make such allegations known in writing to the Chairperson of the Electoral Committee, **as appointed under By-Law XV.B., within seven (7) days of the election.** Upon receiving such allegation, the Chairperson of the Electoral Committee, **as appointed under By-Law XV.B.,** must appoint a committee of three **members of the Executive Council**, excluding nominees, who will investigate the allegations and report its findings and recommendations to the Chairperson of the Electoral Committee, **as appointed under By-Law XV.B., within a further seven (7) days**. In case the allegation of irregularities is accepted as proved by a majority of the committee appointed to investigate the matter, the matter and conclusions must be reported to the **membership and Executive Council** by the Chairperson of the Electoral Committee, **as appointed under By-Law XV.B.** After receiving the report of the Electoral Committee, **as appointed under By-Law XV.B.**, the **Executive Council** must, by $^{2}/_{3}$ vote of the **members,** excluding nominees, allow the election to stand as held or designate that a new election be held.

F. NO CHANGE

Recommendation from Provincial Executive on all proposed changes from the Waterford Valley Branch: NO POSITION

Rationale for Executive's Recommendation:
As with the proposed changes from the Notre Dame Branch, the Executive Council feels strongly that this issue should be left entirely to the discretion of Convention delegates. The matter has received extensive exposure and debate leading up to and during the 1999 BGM, at which meeting the general concept received support by a simple majority of voting delegates. As well, the poll of the entire membership, which was conducted in the Spring of 2000 gave each teacher an opportunity to voice opinion on some aspects of this issue. These views should be sufficient to guide delegates at BGM 2001 as they take their decision re this most fundamental aspect of democracy within NLTA.

3. PROPOSED BY-LAW CHANGES FROM THE BURIN-MARYSTOWN BRANCH

a) That By-Law IX. – Local or Regional Branches and Special Interest Councils, of the NLTA By-Laws be amended, in Subsection E. (3) - Special Interest Councils, by replacing the words "an observer" with the words "a delegate" and by adding the words "provincial Special Interest" before the word "Council". The new subsection would read as follows: "May send **a delegate** from each **provincial Special Interest** Council to the Provincial Association's Convention, the cost of which to be covered by the Association's Convention Budget."

b) That By-Law X. – Convention, of the NLTA By-Laws be amended to read as follows: "There shall be a biennial meeting or Convention of delegates of the Association. Delegates and members of the Executive only have the right to vote. All other members may sit in at a Convention meeting and speak but not to vote on any matter.

The Convention shall be held at such time as may be determined by the Convention. The Executive shall determine where the Convention shall be held. It may consider and accept invitations extended by the branches.

Delegates shall be elected from:
(1) the legally constituted local and regional branches in the ratio of one to every 100 members or fraction thereof, in the branch, **and**
(2) the provincial special interest councils in the ratio of one delegate per council.

(Branches shall base the number of delegates on the maximum number of teachers employed in the schools and board offices existing within the branch boundaries at any point in time during a school year, provided that such teachers are Active Members of the Association. In no case shall teachers on leave and their substitutes or replacements both count.)

A delegate to Convention shall use his/her discretionary powers as per the best interests of his/her branch/**council** but must speak as his/her branch/**council** wishes if s/he is so directed."

Recommendation from Provincial Executive on all proposed changes from the Burin-Marystown Branch: DEFEAT

Rationale for Executive's Recommendation:
This issue has been dealt with on previous occasions at Convention and was defeated each time.

Fundamentally, it is felt that giving council members the right to vote would, in effect, give them a type of double vote. Each member of the special interest councils is represented through the branch structure which is the Association's parliamentary base. From this foundation come the building blocks of our system of representative government.

Councils, and their individual members, have the right of input to branches and can influence the issues and priorities that will be debated on the floor of Convention.

Furthermore, councils now have the right to submit resolutions and, although they can't bring motions as observers, they can arrange to sit in as a branch delegate in order to bring the motion. Even if council observers are not able to find a means to move a motion, they can arrange for a branch delegate to do so and then speak to the resolution since council observers do have the right to speak at BGM.

Delegates to Convention 2001

(a) – alternate; (aa) – funded alternate for branches with less than 100 members

Appalachia [277/3]	Paul Pinsent, Jeff Blundon, Joe Bonvie; Bill Dunne (a)
Aurora [81/1/1]	Ernest Simms; Tom O'Rielly (aa)
Baie Verte Peninsula [122/2]	Patricia Downey, Madonna Boone
Bay d'Espoir [56/1/1]	Patrick Pittman; Roy Simms (aa), Marie Ingram (a)
Bay de Verde [53/1/1]	Mary Doyle; Marlene LeShane (aa)
Bay Roberts [213/3]	Clarence Mercer, Alexandra Goff, Philip Wood; Gennita Bartlett (a)
Bell Island [51/1/1/]	
Belle Mer [59/1/1]	Bernice LaVallee; Beverley May (aa)
Belleoram-Wreck Cove [28/1/1]	Allan Spencer; Calvin Blagdon (aa)
Bremco [54/1/1/]	Rudy Porter; Ward Samson (aa); Walter Higdon (a)
Burgeo [29/1/1]	Ruth Tucker
Burin-Marystown [208/3]	Gordon Brockerville, Gerard Cooke, Vince Pickett; Lily Cole (a)
Carbonear [126/2]	Debra Sparkes-Mercer, Darrell Noel
Churchill Falls [19/1/1]	Derrick Sheppard; Paul Kelly (aa)
Clarenbridge [236/3]	Wayne Dawe, Colette Oldford-Short, Dean Ingram
Coastal Labrador South [61/1/1]	
Conception Bay Centre [66/1/1]	Margaret Dunphy; Jean Corbett (aa)
Conception Bay South [288/3]	Dolly Oldford, Barbara Downton, Craig Janes; Pam Rhodenizer (a)
Deer Lake [139/2]	Gary Wilcott, Jerry Brake; Harry Butt (a), Callista Burridge (a)
Exploits Valley [324/4]	Thomas Kendell, Harry Parsons, Debbie Turner, Mike Carroll
Fogo Island [45/1/1]	Craig Tucker; Bruce Payne (aa)
Ganova [246/3]	David Wicks, Ron Dawe, Robert Dyckson; Jim Eastman (a), Tim Goodyear (a)
GranForLine [73/1/1]	Frank Crews; Douglas Jackman (aa)
Green Bay [122/2]	Harvey Rice, Kevin Pollard; Lyn Cardwell (a)
Hamilton Sound [72/1/1]	Wayne West; Craig Hicks (aa); André Hudson (a), Ted Goodyear (a)
Harton [29/1/1]	Bill Snook;
Humber [326/4]	Bill Chaisson, Linda Luedee, Aiden A. Chaytor, Charles Pender; Kathy Rowsell (a)
Ingornachoix [38/1/1/]	Bonnie Bussey; Erin King (aa)
Labrador West [134/2]	Darryn Cramm, Ross Ricketts
Lake Melville [173/2]	Stephen J. MacDonald, Tonya Bull; Rick Snow (a)
Landfall [97/1/1]	Janet Bishop; Aubrey Dawe (aa)
Long Range [58/1/1]	Jean Murphy; Bill Taylor (aa)
Lower Trinity South [51/1/1]	Randy Ralph; Fred Driscoll (aa)
Marconi [589/6]	George Tucker, Josephine Tyler, Brendan Walsh, Brenda Beresford, Linda Crocker, Mary Jane Maloney; Tom Clift (a)
Northern Light [38/1/1]	Terry Casey; Sheila Sheppard-Park (aa); Wilma Normore (a)
Notre Dame [203/3]	Jim Small, Stephen Clarke, Peter Bursey; Dave Dove (a)
Nutak Labradorimi [98/1/1]	Ray Bennett; Brenda Butler (aa)
Placentia [102/2]	Edward Moore, Kevin Yetman
Port aux Basques [127/2]	Bruce Burton, Donald Payne

Delegates (continued)

Rameaux [15/1/1]	
Rushoon-Terrenceville [67/1/1]	Jackie Maloney; Dolorosa Murphy (aa)
St. Brendan's [7/1/1]	James O'Rielly; Mary Bridgeman (aa)
St. John's Centre [418/5]	Paul Matthews, Marilyn Bennett, James Dinn, Mario Simon, Elizabeth McNeil
St. Mary's Bay [51/1/1]	Charles Dillon; Patricia Kielly (aa)
Seagaulher [27/1/1]	Derek Drover; Thomas Tibbo (aa)
Southern Shore [115/2]	Cyril O'Keefe, Jamie Jenkins; Marilyn O'Dea (a)
Table Mountain [23/1/1]	Irene Martin; Wayne G. Park (aa); Donna Burden (a)
Taylor's Brook [20/1/1]	Diane Curtis; Janice House (aa)
Trinity-Deadman's Bay [70/1/1]	Emerson Cooze; Phyllis Dyke (aa)
Trinity, Trinity Bay [20/1/1]	Wayne Pond; Sandra Banfield (aa); Janet Pond (a), Keith Connors (a)
Upper Trinity South [119/2]	Joe LaFitte, Hedley LeDrew; Marilyn Rees (a)
Waterford Valley [648/7]	Charles Harkins, Art Callahan, Harold Mullowney, Benjamin Gale, Ann Marie Singleton, Mary Jo Marsden, Kelly Walsh; Brenda Power (a), Ann Shortall (a)

COUNCILS

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Notes